

October 2005
Employee Newsletter



Arkansas Department of Correction

Advocate

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CMS, ADC help in long recovery from Hurricane Katrina

The Arkansas Department of Correction and CMS have contributed in multiple ways to Hurricane Katrina relief efforts.

Many employee corporations helped out, including the Tucker Unit EC which donated \$1,000. Staff participated in a cookout fundraiser and accepted the Director's challenge of giving \$5 to the cause along with many other efforts.

A CMS team headed down to Louisiana in September to help provide medical assistance.

Nurses worked at various facilities operated by the Louisiana Department of Public Safety and Correction.

They worked between five and 12 hours a day helping with treatments, sick call, lab work and

wherever they were needed.

They gave injections for tetanus and hepatitis and performed tuberculosis skin tests.

CMS pharmacist Bryan Pollack along with CMS nurses Carrie Mabry, Julia Mitchell, Michael Davis, Ann Teer, Brenda Thatcher, Barbara Brown, A'Seneque Daniels, Nikki Davis, Nancy Ratterree and Juanita Stell were among those who helped out.

Arkansas Board of Correction Chairman Drew Baker volunteered his time and use of his personal aircraft to ferry the medical staff to Louisiana.

ADC medical staff members JoAnn Dyke, an LPN and TB specialist, and Thurman Green, a

public health investigator and HIV program coordinator, also assisted with relief efforts.

Green spent nearly a month working at the evacuee shelter at the Pine Bluff Convention Center.

The total cost of the effort amounted to more than \$28,000.

ADC chaplains Dan Wessell, Gary Cox and Charles Freyder also were active with relief work in Louisiana.

On Oct. 17, the Newport Complex held a golf tournament to raise relief funds. The event generated \$860 for a special fund set up for Louisiana's DOC.

ADC raised nearly \$24,000 for the fund.



Above: ADC employees and other concerned golfers played in the Newport Complex Golf Tournament on Oct. 17 to raise Hurricane Katrina relief funds. See Tournament Winners, page 12.

Director's Corner



Larry Norris
ADC Director

Every day of my life I give thanks for the blessings I have received. But once a year, I join the rest of America and we all make thanksgiving more official. We proclaim a national holiday, invite all the relatives, turn on the parades and the football games and cook way too much food. But before we take the first bite of turkey and dressing, we bow our heads and count our blessings.

They're never very difficult for me to count. I am always thankful for a forgiving God who accepts my shortcomings and gives me the strength, courage and guidance for becoming a better person.

I am thankful for my family and friends and their good health. I am thankful that my children grew up to be loving and responsible and that my bride is still at my side more than 30 years after we vowed that what God had joined no one could pull apart.

I am thankful that I live in a country where I am free to worship this God and my neighbor is free to worship his or hers. And I am thankful for my job and the people who make the ADC one of the very best correctional agencies in the nation.

Whether in uniform or free world clothes, more than 4,000 of the finest em-

ployees anywhere on earth can be found right here in Arkansas. Right here at the Department of Correction.

This year, all of you will pause on Thanksgiving Day to express your gratitude too. When you do, I ask you to please give special thanks that so far our state has been spared the wrath of Mother Nature. We aren't hurting the way Louisiana, Mississippi, Florida and Indiana are. We aren't picking through the rubble of a hurricane or a tornado, looking for any remnant of home and hearth. We aren't searching for lost family, friends or co-workers while praying they weren't swept away by the storms.

In Arkansas, every one of our facilities is standing safely and securely. The electricity is on, the water is running and the inmates

aren't going hungry. And all of us are present and accounted for.

Our lives might not be perfect, but with all things considered, they look pretty good right now.

And while you're saying thank you, please remember to put in a good word or two about the spirit of giving that ADC employees have shown this year. A spirit so strong that it sent thousands of dollars to the American Red Cross and almost \$24,000 to correctional officers whose lives were battered by Katrina.

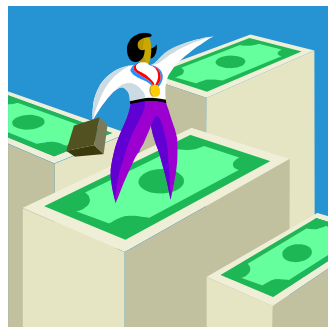
Yes, our list of blessings is a little longer this year. So it might take us awhile to say thank you. But that's okay; maybe the sweet potatoes will have cooled down enough by then.

Phase II of state pay plan study underway: questionnaire due Nov. 18

The second phase of a pay plan study being conducted by the state Office of Personnel Management and Bureau of Legislative Research is underway.

The job data collection phase requires the completion of job questionnaire that accurately describe the duties, responsibilities, and the minimum requirements necessary to perform state jobs.

Each employee needs to complete a job questionnaire for their individual position by Nov. 18.



To access the questionnaire visit <https://wwws.dfa.state.ar.us/pcq/>

Employees need to make sure they use the correct position number when they begin their Position Content

Questionnaire. Once all information is gathered, the jobs will be reviewed by OPM and Legislative Research and appropriately classified.

A new pay plan will be developed and the jobs will be placed onto the new structure. As a result, some jobs may be classified differently than they are today. A new pay structure does not mean that all employees will automatically receive pay increases.

Some employees may experience pay increases to bring salaries to range minimums, or to address internal equity issues.

Some employees may receive no increase.

The pay plan study will result in a recommendation to the interim committee of the Joint Budget (Personnel Committee) and any plan must be approved in the 2007 legislative session.

Despite chill, no cold feet at this year's 5K Red Ribbon Run

There was a chill in the air on the morning of the 16th Annual 5K Red Ribbon Walk/Run held Oct. 29 in Pine Bluff. But, once participants downed some refreshments, heard the Cummins Prison Band play and got their feet moving, things heated up.

More than 145 runners and walkers came out to support a drug-free community and to raise scholarship money.

Some of the race's top

finishers were:

Overall Male: Heath Dickson; (Ouachita River) Harry Xenos and Marc Oudin.

Overall Female: Ann Works, Cynthia Brasfield and Maria Lara (Boot Camp).

Masters Male: Glen Hendrix, Bill Glover and Ernie Westfall.

Masters Female: Debbie Robinson, Beth Harrison and Tonya Farris (Boot Camp).



Ann Works, center, daughter-in-law of Central Office staff member Ida Works, finished First Overall – Female.



Left: Heath Dickson, Ouachita River, is a blur as he crosses the finish line. He placed First Overall-Male.



Above: The Cummins Prison Band played some toe-tapping tunes to get runners revved up for the 5K race.



Runner Cynthia Brasfield proudly displays her 2nd place Overall-Female award. Maria Lara, of Boot Camp, finished third.



Left: Ramona Green, an administrative assistant at Central Office, shows off the design for the 2005 Red Ribbon Run T-Shirt.

2005 Red Ribbon Run T-Shirt Design Contest Winners

1st Place: Inmate Matthew Blair, Tucker Unit

2nd Place: Inmate Donald Williams, JCJ/CF

3rd Place: Employee Loretta Clark, Diagnostic Unit.

Congratulations!



Above: More than 145 participants of all ages get ready to start the Arkansas Department of Correction's 16th Annual 5K Red Ribbon Walk/Run. The event kicked off Oct. 29 at the Jefferson Regional Medical Center's Wellness Center in Pine Bluff.

All the pretty horses: ADC has largest herd in state

Drive by the Wrightsville Unit and you'll probably catch a glimpse of them standing around looking pretty. But, don't let that fool you. They're some of the hardest working members of the Arkansas Department of Correction.

ADC has the largest horse herd in the state, to-

taling about 485.

"We raise between 40 to 50 colts a year," said Earl Pepper, assistant head farm manager/horses. "One thing, I'm really proud of are our broodmares. We raised every broodmare with the exception of two."

About 55 female horses are used for breeding in the

Wrightsville-based horse program.

The horses come in an array of rich colors, including sorrel, bay and red roan.

"We aren't as concerned about color as we are about usefulness," Pepper said.

He's thankful for skilled staff and a well-established breeding program which

allows the agency to grow its own herd.

"The kind of horses we need for line horses are hard to find," Pepper said. "They need to be fairly big and stout, have a good foot and bone, be relatively gentle but still have the stamina to do a days' work."



Left: Horses of a variety of colors gather in a field at the Wrightsville Unit.

Below: Earl Pepper, assistant head farm manager/horses, with horses Boot Jack, left, and Matt, right, at the Wrightsville Unit. Pepper has been breeding horses at the facility since 1987.



Left: Sally is a Percheron draft horse from Canada. The breed is known for its heavy muscling in the lower thighs and its steady nature, among other qualities.

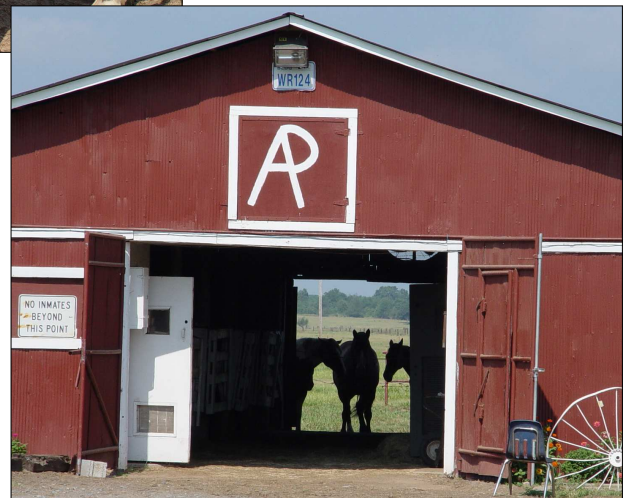
Below: horses are silhouetted in the doors of a barn at the Wrightsville Unit. AP, which stands for Arkansas Penitentiary, has been used as a brand since the horse program began.

Horse Facts:

The average life span for a horse is 20 to 25 years but they can live for up to 30 years.

Horses have small stomachs for their size and need to eat little and often.

A horse's height is measured in hands (4 inches) from the withers (the point where the back meets the neck) to the ground. An average ADC horse is about 15 hands high.



Horses, field riders play vital roles in the department

ADC staff members use horses in various aspects of the department's operation.

Security officers use the four-legged creatures to help provide security when inmates are out doing maintenance.

Staff members also use them in the farm operation as they keep an eye on inmates working in fields and as they work with cattle.

Inmates also get an opportunity to work with horses as they train the animals for the various tasks they take on in the department.



Above: Gary Brown, livestock supervisor at Wrightsville, and horse Matt round up cattle.



Above: A rider keeps an eye on a crew of inmates at the Wrightsville Unit.

Right: Sgt. B. Hale aboard Beauty, right, and Lt. T. Park aboard Patches, watch over inmates at work.



Left: Sgt. LaMonica Anderson, of the Wrightsville Unit, provides security on horseback.



Above: An inmate works to train a horse in a corral at the Wrightsville Unit.

Center: A fence bares initials/brand of the Arkansas Penitentiary.



Online inmate banking system nets award



Left: Aaron Boyd, of the Information Network of Arkansas; Cathilea Robinett, executive director for Center for Digital Government; Donna Heflin, Inmate Banking and Joyce Taylor, ADC's IT division.

The ADC's online Inmate Banking system won an honorable mention in the 2005 Best of the Web and Digital Government Achievement Awards.

The online system snared the award in the Government-to-Citizen State category of the contest held by the Center for

Digital Government.

ADC staff members Donna Heflin, of Inmate Banking and Joyce Taylor, of IT were among those who attended the September awards ceremony in Las Vegas.

Department Briefs

Basic Correctional Officer Training Class 2005-R began on August 29, 2005 with 50 cadets and 32 graduated on Oct. 7, 2005.

BCOT Class 2005-S began Sept. 12 with 55 cadets and 41 graduated on Oct. 21, 2005.

Let others know about your achievements. Share news about happenings and staff at your unit by sending information and photos to the ADC Advocate.

Call 870-267-6990, fax 870-267-6244 or email bobbie.crockett@arkansas.gov

◆
Congratulations to Central Office staff member **JoAnn West** for being chosen as a finalist for the 34th Annual Conference for Professional Assistants (Interdepartmental Relations Committee.)

West works for Chaplain Eddie Sensat, administrator of Chaplaincy Services.

Read more about this outstanding employee in an upcoming issue of the ADC Advocate newsletter.

Eddie Sensat takes on new role of chaplaincy services administrator

Chaplain Eddie Sensat says the time he spent in the Navy helped prepare him for his new role as ADC's administrator of Chaplaincy Services.

Sensat spent 23 years in the Navy, retiring as a master chief petty officer. One of his major responsibilities in that position was to serve as a liaison between troops and officers, he said.

The Baton Rouge native's time in the service instilled leadership skills and helped lead him to a new type of service: God's army.

Sensat received his calling to the ministry while at a military retreat in Germany in 1981. He eventually pastored a church in Tennessee and later a congregation in Malvern.

Sensat served as the head chaplain at Ouachita River Unit before being hired for the administrator's position at Central Office.

"I want to make this the best correctional chaplain's



Chaplain Eddie Sensat is ADC's Chaplaincy Services administrator. The former air crewman is shown with a picture of a plane he flew in while in the Navy.

corps in the U.S. I think Chaplain (Don) Yancey has set the standard high and he has set a good example," Sensat said of his predecessor. "I want to make the chaplains the best they can be."

Married for 35 years, Sensat has two children. He's a huge Louisiana State University fan and enjoys fishing, golfing, jogging and spending time with his grandkids.

Industry program offers jobs for McPherson Unit inmates



Holcomb

A new factory that's part of the Prison Industry Enhancement Certification Program is up and running at the McPherson Unit, said PIECP Manager Eddie Holcomb.

Inmates who qualify for the program are paid and must send money to those they are supporting, donate to a crime victims' fund and save some money.

The factory is a joint project between ADC and Actronix Corp.



Above: Inmates York and Harrison, left to right, were the first workers to be paid by plant manager Becky Carson. ACI Administrator Jerry Campbell, far right, and PIECP Manager Eddie Holcomb, insert, were on hand for the occasion.

Employee Spotlight: David Woods

Officer performs life-saving techniques on baby girl

Sgt. David Woods, of Construction, came to the rescue of a baby whose life was in jeopardy recently.

Woods had stopped at a Malvern gas station at about 1:30 p.m. Oct. 27. Assigned to the Ouachita River Unit, he was filling his van when another van pulled up. A woman got out and started pumping gas.

"Next thing I know, a female voice starts screaming, 'My baby! My baby!,'" Woods said.

He realized that the lady who had been pumping gas was holding a child that appeared to be about a year old. The baby was limp, blue and unresponsive.

"I ran up to (the woman) and she immediately handed the child to me," Woods said. "She told me that she



Sgt. David Woods, Construction

didn't know what to do, and for me to do something for her baby."

Woods noticed that the child had small pieces of candy stuck to its bottom lip. He asked if the little girl had been eating candy, and the mother said she'd been eating a lollipop.

"I immediately suspected that the baby was choking and checked the child for breaths," Woods said.

The baby wasn't breathing. The mother also said that the little girl had been running a temperature.

"I did a finger sweep of

the child's mouth and found very small bits of candy," Woods said.

Suddenly, the baby appeared to have a seizure. Woods rolled the child over and delivered back blows. A small piece of candy fell out of her mouth. He rolled the baby back over and did another sweep of the mouth. About this time, the child seized again.

Woods checked the baby for breaths again and noticed that she still wasn't breathing.

"I administered two rescue breaths, and on the second one the child gasped and began breathing on her own," Woods said.

Woods asked bystanders to get a wet cloth. He sponged the child off to reduce its temperature, and within a few minutes the little girl began to cry.

Woods assured the mother that, in this case, cry-

ing was a good thing.

"I told her that it means her baby is breathing and responsive," he said.

An ambulance arrived and after briefing them on the child's symptoms and conditions, Woods gave the baby to the paramedics.

The long-time law enforcement officer doesn't consider himself a hero. He said he did what any well-trained ADC officer would have done had he or she been standing where he was at the time.

Woods has worked for ADC for seven years. He has been in law enforcement for more than 20 years, having previously served as a police officer.

He is active in his community serving as president and head football coach of an elementary football league.

Submitted by April Nekoranik

Recipe Roundup



Turkey Soup

6 pound turkey breast. (It should have some meat—at least 2 cups—remaining on it to make a good rich, soup)

2 medium onions

3 stalks of celery

1 teaspoon dried thyme

1/2 teaspoon dried rosemary

1/2 teaspoon dried sage

1 teaspoon dried basil

1/2 teaspoon dried marjoram

1/2 teaspoon dried tarragon

1/2 teaspoon salt

to taste black pepper

1/2 pound Italian pastina or pasta

Directions:

1. Place turkey breast in a large

6-quart pot. Cover with water, at least 3/4 full.

2. Peel onions, cut in large pieces, and add to pot. Wash celery stalks, slice, and add to pot.

3. Simmer covered for about 2 1/2 hours.

4. Remove carcass from pot. Divide soup into smaller, shallower containers for quick cooling in the refrigerator.

5. After cooling, skim off fat.

6. While soup is cooling, remove remaining meat from turkey carcass. Cut into pieces.

7. Add turkey meat to skimmed

soup along with herbs and spices.

8. Bring to a boil and add pastina. Continue cooking on low boil for about 20 minutes until pastina is done. Serve at once or refrigerate for later reheating.

Yield: About 4 quarts (16 one cup servings)

Calories per serving: 226

Total fat: 5 g

Saturated fat: 1 g

Cholesterol: 93 mg

Sodium: 217 mg

Source: www.nhlbi.nih.gov

ADC photo of Johnny Cash included in movie release packet

The year was 1969. Arkansas native Johnny Cash, wife June and their troupe of entertainers performed for about 900 inmates at the Cummins Prison.

The much-anticipated concert earned the singer an "honorary life sentence."

Cash was one of the most popular country singers of all time, selling records from 1954 until his death in 2003. He received several awards during his career, including a Grammy in 2004 for his music video of "Hurt."

"Walk the Line," a movie depicting the entertainer's early days is set to be released Nov. 18.

A photo taken during Cash's performance at Cummins is

among several in a press packet for the Nov. 18 release of the movie starring Joaquin Phoenix and Reese Witherspoon.

J.R. Cash was born February 26, 1932, in Kingsland (Cleveland County). His given name, J.R., became "John," later in life. His family moved to Dyes (Mississippi County) in 1935.

Cash first sang on the radio while in high school. After joining the U.S. Air Force and working for a while as a part-time appliance salesman, he launched his singing career. Some of his early hits include "Ring Of Fire", "A Boy Named Sue" and "Daddy Sang Bass."



This ADC photo of Arkansas native Johnny Cash and wife June performing at the Cummins Prison in 1969 is included in a press packet for the movie "Walk the Line."

'Rockin' Lanehart retires in style

Internal Affairs Investigator Charles Lanehart, his family and friends gathered in the training room at Central Office on Oct. 27 to celebrate his retirement from the department.

The retirement dinner fea-

tured a potluck feast, cake and a stylish rocking chair given to him by the Internal Affairs Division.

Lanehart retired after spending 19 years with the state.



Above: A smiling Charles Lanehart tries out the rocking chair he received as a gift upon his retirement from the Internal Affairs Division.

Below: Co-workers poked fun at Lanehart's alleged affection for 'roadside wild game' with this sign at his retirement dinner. But the potluck feast inside was anything but road kill.



Santa Central set to get underway

The Santa Central Christmas project began in 1997 and has continued to grow. Many needs of our ADC families have been met and lives touched by the generosity of co-workers. This project will continue this year for the ninth year.

The purpose of Santa Central is to assist members of the ADC family experiencing hardship during the holiday season. Without the assistance of many ADC employees and others, this project could not be so successful. Individuals provide financial support, food, and new and used clothing and toys. They make shopping trips, wrap gifts and some make deliveries to homes.

To be eligible, you must be an employee applying on behalf of a member of the em-

ployee's household 12 years old or younger.

Children over age 12 or the elderly may be considered if special circumstances are involved. Written statement of these circumstances should be submitted.

Applications will be forwarded to each unit. All applications and the units' recommendations on priorities should be forwarded to the Volunteer Coordinator/Central Office by November 30, 2005.

Applications received after this date may not be processed unless an emergency situation occurs.

Thanks again for your continued assistance and support in this project.

Submitted by:
Linda Shepherd, Volunteer Services Coordinator

Volunteers who work with chaplains honored during Oct. 22 banquet

On Oct. 22, the Chaplaincy Services Division of the Arkansas Department of Correction hosted a volunteer banquet to honor volunteers who work with the chaplains. The event was held at the River of Life Church in Mabelvale.

More than 115 people attended the banquet which featured barbeque catered by Smokey Joe's of Benton and cheesecake provided by the chaplains.

Administrator of Chaplaincy Services Eddie Sensat gave a special recognition for volunteerism to chaplains Dan Wessell, Gary Cox and Charles Freyder for their work in Louisiana related to hurricane relief.

Certified Religious Assistant Albert Williams of the Tucker Unit was named "Rookie of the Year."

CRA Laura Collier of the McPherson Unit was honored as "Oldest Most Faithful" while CRA Cecil Turner of the East Arkansas Regional Unit was named "CRA of the Year."

John Belken, Arkansas Board of Parole member, paid tribute to CRA Ken Langster who died this year. Langster served as a volunteer with ADC Chaplaincy Services for almost 30 years.

Chaplains John and Margaret Threat of the Tucker Unit were recognized for their service and received well wishes as they move to Maryland.

John Threat will be working at the Walter Reed Army Hospital as a volunteer chaplain.

Dr. Max Mobley, Deputy Director of Health and Correctional Programs, addressed the volunteers on behalf of the department. He thanked them for their time and effort.

We truly appreciate all those who volunteer.



Left:
Dr. Max
Mobley told
volunteers
that they
are greatly
appreciated.



Above: Chaplain Eddie Sensat with chaplains Margaret and John Threat, formally of the Tucker Unit.



Chaplain Kenneth DeWitt of the McPherson Unit with CRA Laura Collier, "Oldest Most Faithful" of the year.



Mrs. Ken Langster, center, with her children accepted an award honoring her late husband for almost 30 years of volunteer service.



Chaplain Dan Wessell of the Tucker Unit with CRA Albert Williams, "Rookie of the Year."



Chaplain Dennis Wilson of the East Arkansas Unit with CRA of the Year Cecil Turner.

Information and photos submitted by
JoAnn West.

"Not everything that is faced can be changed, but nothing can be changed until it is faced."

— James A. Baldwin

Health Matters

Class gives staff insight on healthy living



Right: ADC staff members listen intently during a CLIP class about nutrition, health and wellness.

ADC staff members who took a Nutrition, Health, and Wellness class ended up with a wealth of information to help them improve their lives.

The 40-hour Career Ladder Incentive Program certification course included information from a registered dietitian.

"I enjoyed it very much," said Robin Oliver, of Admin. East. "The information was very helpful."

Oliver said she learned how to interpret food labels and learned the difference between good and bad fats.

"Even if you are trying to trim down you don't have to give up all the foods that you love just eat them in moderation," she said. "We also learned about portion sizes which goes along with eating in moderation. The exercise part of the class was very helpful and enjoy-

able."

Roy Agee, Diagnostic Unit, called the class "eye-opening."

"The most valuable information I gathered is that every food group in excess is detrimental to our health," he said. "Moderation is the key to our well being."

Since the class, Agee said he has become more aware of the food he chooses and the amount of food he eats.

"The class has proven to be very beneficial," he said.

Pearlie Johnson, Maximum Security, agreed. For example, she learned that eating "eating several small meals a day will keep my metabolism up."

Johnson also learned how to calculate her BMI (Body Mass Index), what foods help control bad cholesterol, how to count calories and how to fit weight



Above: Instructor Erin Johnson talks to CLIP class participants about how they can improve their eating habits.

management into her lifestyle.

Connie Baxter, Admin. East, said one of the most enjoyable parts of the class was a field trip to a local grocery store to read food labels (Nutrition Facts).

"You can learn a great deal just by reading. Things you thought might be better for you weren't always," she said.

Free guide book can lead you to better health

The "Better State of Health Guide Book" takes information from leading experts in health and boils it down into a pocket-sized reference book for healthy living.

Provided courtesy of the Healthy Arkansas initiative, the book contains health-related information for the whole family. You can learn:

- healthy eating habits
- how to shop for more nutritious food
- how to fight against obesity and diabetes
- how to stop smoking now and add years to your life

The book also contains county-by-county health resources

To order your free book, call 1-800-235-0002.

Healthy Arkansas is a comprehensive effort to define specific areas where behavioral changes can lead to healthier citizens.

The burden of chronic diseases, including diabetes, stroke, lung and heart diseases, and cancer, is higher in Arkansas than in the nation generally.



Eye health: Is it time to get your vision checked?

Remember, regular dilated eye exams should be part of your routine health care. However, if you believe your vision has recently changed, you should see your eye care professional as soon as possible.

Source: www.nei.nih.gov

Your computer belongs to the state: be sure to use it properly

The following information was sent out in a memo by Roger Patton, IT Administrator for the Arkansas Department of Correction.

Remember that ADC provides computers to help you perform your work duties, not for personal internet, gaming, shopping or entertainment activities.

Use of State-owned equipment shall be restricted to official State use only.

Listed below are just some of the things we have recently found installed on PCs. Some of them include Spy Ware which cause increased susceptibility to viruses. Others will cause your PC and/or the network to slow down, or cause problems with your PC's proper operation. And some are just illegal.

Please do not download or install these types of things on your ADC computer.

Gator, Gain, eBAY or other Internet shopping services or add-ons, Weather Bug, Internet Explorer add-on search bars or tool bars, music or

movie sharing services; streaming radio, video, TV, etc.; stock prices, news, shopping or similar information tickers; Outlook add-on stationery, pictures, tool bars, etc.; Web Shots, Living Water Falls, or other automatic download screen savers; MSN or Yahoo Instant Messenger services; installed games or Internet-based games or personal software, not licensed to ADC.

Also, do not allow someone else to log on to a PC or online system using your user name and password. You could be held responsible for anything they do while logged in as you.

Inmates are NOT permitted to use any PC that is connected to the network/internet, or that has access to inmate records, ADC business records, or any personnel records.

If your unit/location purchases individual software packages for local use, please follow the manufacturer's licensing restrictions. Do not install the software on more PCs than the number of legal licenses you have.

For more information on these,



and other computer use standards, refer to the publications listed below, or contact anyone on the IT staff.

Thank you for your assistance in keeping our systems clean and in good working condition.

References:

AD 97-15, Electronic Equipment and Systems

AD 05-07, Information technology Acceptable Use Policy

AS 05-01, Computer Security Policy / Standards

GPD-5, Governor's Policy Directive

New Website helps you protect yourself from fraud, identity theft & more

To protect yourself and computer systems you use from fraud, identity theft and unauthorized access to protected data, ADC IT Administrator Roger Patton suggests the following new Website: www.LooksTooGoodToBeTrue.com

The Federal Bureau of Investigation joined forces with the U.S. Postal Inspection Service, the online job search company Monster Worldwide, and other partners to launch the site.

The goal is to enlighten the public about Interment schemes

and to provide a central location for consumers to file complaints.

Check out the online fraud risk test to gauge your online safety habits relating to identity theft, lottery scams, computer privacy and more.

Tips and information on the latest scams, victim stories, consumer alerts and more is available on the site.

You can also order the free DVD, "Web of Deceit," that's been produced by the U.S. Postal Inspection Service.

Recruiting effort



ADC recruiter Darrell McHenry, right, gives information to an attendee at a recent job fair at the Employment Security Department office in Pine Bluff. McHenry and representatives from various ADC units also recruited at the Arkansas State Fair.

Newport Complex honors staff during annual Recognition Breakfast

The Newport Complex held its annual Recognition Breakfast in the Grimes Visitation area on Sept. 28. State Rep. Tommy Dickinson, D-Newport, was the guest speaker.

Staff members were recognized for up to 30 years of service.

Those receiving awards were:

Harry Rhodes, 30 years

Robert Barnett, 20 years

Jeff Deen, 15 years
Racheal Herrington, 10 years

Diane Pipes, 10 years

Faye Maxwell, 5 years

Thirty-three staff members received recognition for three years of service.

Right: Newport Complex employees line up for some fine dining during their staff recognition breakfast.



Reaccreditation Awards



Above: MCWRC Supervisor Joe Porchia, wardens Mark Cashion, Delta Regional Unit and Greg Harmon, East Arkansas Unit, along with Agency Accreditation Manager Nancy Koonce collected reaccreditation awards Aug. 8 in Baltimore Md. Koonce accepted the award on behalf of the North Central Unit.

"Not life, but good life, is to be chiefly valued."
-Socrates

Tournament Winners



Left: **First Place** in the Newport Complex Golf Tournament for Hurricane Katrina Relief were: Rick Hart, Rob Nankervis, Charles Allen and John Vinson. Score: 58

The Oct. 17 tournament generated \$860 in relief funds.

Second Place

Skip Milton
Robert Williams
Raymond Naylor
Hoot Gibson
Score: 63

Third Place

Andy Ford
Rick Jeffery
Cameron Wood
Paul Burnside
Score: 63

Fourth Place:

George Wilson
Brenda Bearden
Bernard Williams
Randy Sames
Score: 65



Governor's Service Awards September 2005

20 Years

James Banks III - North Central Unit
Robert Barnett - Grimes Unit
John Cartwright - Varner Unit
Rodney Jones - Cummins Unit
Lover Polk - Tucker Unit

10 Years

Robert Andrews Jr. - Farm
Kennie Bolden - Jefferson County Jail
Viola Fail - Maximum Security Unit
Monica Green - Varner Unit
Gerald Jones - Diagnostic Unit
Ron Klein - North Central
Stanley Richardson - Maximum Security Unit
Doris Tisdale - Administrative Annex East

Retirement

Chester James - Cummins Unit
Charles Speck - Maximum Security Unit
Kerry Teer - Cummins
Essie Foote - Varner Unit
Mary King - JCJ/CF

Congratulations!
Your years of service are appreciated.

ADC Promotions and New Hires — September

Promotions

9/01/05	James Robertson	Lieutenant – Tucker
9/05/05	Kenny Whaley	Sergeant – Grimes
9/05/05	Richie Guy	Lieutenant – Grimes
9/06/05	Marla Dewease	Human Resource Manager – Cummins
9/06/05	Suzanne Clifton	Personnel Officer – Pine Bluff
9/07/05	Viola Fair	Program Coordinator – Max
9/07/05	Heath Dickson	Sergeant – Ouachita
9/07/05	Evelyn Haynie	Sergeant – Ouachita
9/11/05	Curtis Gibson	Lieutenant – Cummins
9/11/05	Oliver Steverson	Sergeant – Cummins
9/11/05	Christopher Ashcraft	Construction Supervisor II – Construction
9/11/05	Tilesa Troup	Secretary I – EARU
9/12/05	Christopher Giblin	Sergeant – JCJ/CF
9/16/05	Shelia Nelson	Lieutenant – Cummins
9/16/06	Michael White	Lieutenant – Cummins
9/18/05	Daniel Drennon	Sergeant – Benton
9/19/05	Paul Mincy	Social Worker II – JCJ/CF
9/20/05	Thomas Lisenbey	Sergeant – Ouachita
9/25/05	Deborah Jacobs	Secretary I – Wrightsville
9/25/05	LaMonica Anderson	Sergeant – Wrightsville
9/25/05	James McIntosh	Sergeant – Wrightsville
9/26/05	Jeremy Andrews	Chief of Security – EARU
9/26/05	Joe Alexander	Sergeant – Tucker
9/26/05	Daniel Collins	Sergeant – Tucker
9/26/05	Gregory Croom	Sergeant – McPherson
9/26/05	Bernard Slater	Industrial Supervisor I – Industry

New Hires

9/01/05	Sharon Cantrell	Secretary 1 – Varner
9/01/05	M. Rae Erickson	Document Examiner I – North Central
9/06/05	Lisa White	Commissary Supervisor – Ouachita
9/06/05	Patsy Powers	Secretary II – Diagnostic
9/07/05	Gerald Miller	Construction/Maintenance Supervisor I – Benton
9/11/05	Raja Humphrey	Document Examiner I – EARU
9/11/05	Cindy Guynes	Document Examiner I – EARU
9/12/05	Kathy Gattin	Eomis Coordinator – IT
9/12/05	Rosie Forte	Food Production Manager I – Pine Bluff
9/12/05	Tracie Brown	Program Coordinator – Benton
9/12/05	Tonia Dixon	Clerical Assistant – Central Office
9/12/05	Connie Crow	Food Production Manager I – MCWR
9/15/05	Vickie Brown	Secretary I – Ouachita
9/19/05	Janet Rice	Commissary Supervisor – Tucker
9/19/05	Cynthia Geater	Document Examiner I – Ouachita
9/19/05	Charles Campbell	Construction/Maintenance Supvr.I – Construction
9/19/05	Tanya Rogers	Correctional Counselor – SOAP
9/19/05	Sherrie Hawkins	Document Examiner I – Varner
9/19/05	Stephanie Goodloe	Document Examiner I – Tucker
9/20/05	Jassamine Holley	Correctional Counselor – SOAP
9/20/05	Sandi Williams	Commissary Supervisor – McPherson
9/21/05	Susan George	Unit Trainer – Human Resources
9/26/05	Linda Hale	Business Manager – Ouachita
9/26/05	Tricia Clark	Document Examiner I – Wrightsville
9/26/05	Monic Isom	Secretary II – Human Resources
9/26/05	Beverly Cokely	Secretary I – Delta
9/26/05	Millicent Robinson	Document Examiner I – Diagnostic
9/26/05	Christopher Lindsey	Sergeant – McPherson
9/27/05	Shirley Jensen	Food Production Manager – Diagnostic
9/27/05	Edward Engstrom	Psychological Examiner II – Tucker (RSVP)
9/30/05	Lucretia Jackson	Secretary I – Varner (M/H)
9/30/05	Tonisha Farris	Correctional Counselor – Tucker (RSVP)
9/30/05	Martin Golden	Correctional Counselor – Tucker (RSVP)

ADC TRAINING

NOVEMBER TRAINING SCHEDULE

<u>Date</u>	<u>Title</u>	<u>Time</u>	<u>Length</u>	<u>Location</u>
1	Administering Discipline	8 a.m.	4 hrs.	TA
1	Dealing Effectively with the Media	9 a.m.	6 hrs.	LR
1	Sexual Harassment/Misconduct	8 a.m.	5 hrs.	TA
2	Change Changes You	8 a.m.	4 hrs.	TA
3	Race Relations & Cultural Diversity	8 a.m.	4 hrs.	HR
3	Intro. to Computers/Internet Navigation	8 a.m.	4 hrs.	HR
6	Case File Preparation	9 a.m.	6 hrs.	Hot Springs PD
7	Structured Interviewing	8 a.m.	4 hrs.	HR
7	Interpersonal Communications	8 a.m.	4 hrs.	TA
8	Written Business Communications	9 a.m.	6 hrs.	LR
8	Inmate Grievances	8 a.m.	4 hrs.	HR
8	Performance Evaluation	8 a.m.	4 hrs.	TA
8-9	Introduction to Computers	8:30 a.m.	14 hrs.	LR
9	Time Management	9 a.m.	6 hrs.	LR (Inter-Agency)
9-10	Management Effectiveness	8 a.m.	16 hrs.	TA
10	Stress Management	9 a.m.	6 hrs.	LR (Inter-Agency)
10	Interpersonal Communication	9 a.m.	6 hrs.	LR (Inter-Agency)
10	Fair Labor Standards Act	8 a.m.	4 hrs.	HR
14-16	Basic Spanish for Law Enforcement	8:30 a.m.	21 hrs.	LR
14-18	Nutrition, Health & Wellness CLIP Training	8 a.m.	40 hrs.	HR
14-18	Mental Health II CLIP Training	8 a.m.	40 hrs.	TA
14-18	Executive Training– Management Level IV	8 a.m.	40 hrs.	SEARK
15	Grievance Prevention & Handling	9 a.m.	6 hrs.	LR
16	Basic Microsoft Word	8 a.m.	4 hrs.	HR
17	Becoming a Person of Influence	8 a.m.	4 hrs.	HR
17-18	The Human Element	8:30 a.m.	14 hrs.	LR (Inter-Agency)
18	Basic Microsoft Outlook	8 a.m.	4 hrs.	HR
21-22	Introduction to Management	8 a.m.	16 hrs.	TA
29	Grievance Prevention & Handling	8 a.m.	5 hrs.	HR

OPEN ENROLLMENT

Internet-Based e-Learning Classes.

Classes provided by National Institute of Corrections

Contact your unit trainer for information

The following open enrollment, Inter-Agency classes vary in length:
(Little Rock)

Who Moved My Cheese

Emotional Intelligence

FISH

Dealing with Difficult People

Give 'Em the Pickle

Defensive Driving

Train the Trainer

CPR

Presenting Testimony

Fall Photo Gallery



Left: Crystal Harrison, an accounting tech II, selects a pumpkin during a mid-October sale at Admin. East.

The pumpkins, along sweet potatoes that were available later, were grown at the Cummins Farm.



Above: Ghosts, goblins and characters of every kind appeared recently at a Halloween bash held at the North Central Unit.

Diagnostic Unit hosts Halloween Carnival



The Diagnostic Unit Employee Association sponsored a Halloween Carnival on Oct. 28 in the Central Office rear parking lot with activities around the Pine Bluff Complex.

Volunteers transformed the area into an entertainment spot for all ages. Dozens of people turned out for the spooky and fun event which included a dunking booth, cake walk, fortune teller, trick or treat hayride and a haunted trail.

Cotton candy, hot dogs and soft drinks were also available.

A good time was had by all!

Thanks to all who volunteered!

ADC CALENDAR



November 2005

- 8 Election Day
- 11 Veteran's Day
- 25 Thanksgiving



December 2005

- 25 Christmas Day
- 26 Hanukkah
- 26 Kwanzaa begins
- 31 New Year's Eve



January 2006

- 1 New Year's Day
- 16 Birthdays of Martin Luther King Jr. and Robert E. Lee observed

ADC Advocate Employee Newsletter

ADC Mission Statement

- *To provide public service by carrying out the mandates of the courts.*
- *To provide a safe humane environment for staff and inmates.*
- *To provide programs to strengthen the work ethic.*
- *To provide opportunities for spiritual, mental and physical growth.*



The *ADC Advocate* newsletter is published monthly by the Public Information Office for employees of the Arkansas Department of Correction. The publication strives to enhance communication and provide information on the development and achievements of this agency.

All employees are encouraged to submit articles, comments, ideas, letters and questions. The deadline for submission is tentatively set for the 15th of each month for inclusion in that month's publication.

Please be aware that all submitted items will be subject to editing. However, every effort will be made to maintain the writer's essential meaning.

In addition, statements contained in the *ADC Advocate* are the personal views of the authors and do not necessarily represent the opinion or policies of the Arkansas Department of Correction.

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